



COMMUNICATIONS WORKERS OF AMERICA
LOCAL 1168, AFL-CIO



DATE: January 19, 2012
TO: All CWA Local 1168 Members at Kaleida Health
FROM: Executive Board, CWA Local 1168
RE: Update

**The UNION CONTRACT is Located on the local webpage at www.CWA1168.org
and Join us on Facebook @ CWA Local 1168**

MFH TCC AVP Vacancy

Konya Varner, newly elected AVP to the MFH Bargaining Unit resigned from her position effective January 11, 2012 for personal reasons. The Executive Board is leaving the Area Vice President (AVP) Position vacant for the time being until the full effects of the integration of BGH and Gates Circle are understood. Once all the Members are given their options and placed in positions the Executive Board will make the determination as to whether an AVP position is warranted at Suburban or if an additional AVP is needed at BGH. Executive Board Positions are determined by the number of Members in a particular bargaining unit and that number has yet to be determined.

In the meantime, in order to navigate through this difficult time, the Board will rely on currently trained representatives from all the bargaining units to cover any union issue as the needs arise. It is in the Memberships best interest for the Union to provide experienced representatives to handle the merger/consolidation/layoff options, as well as day to day contract violations that are routinely occurring during this time of upheaval. Union stewards from other bargaining units will be assigned to consistently handle issues arising in the MFH bargaining unit.

Be assured that moving forward, the Local will continue to train Union Representatives who will provide fair duty of representation to **ALL** of our valued Members. The above process will be employed to meet the immediate needs of the Membership.

Merger/Consolidation/Layoffs

The local's Executive Board would like to thank the Membership in the Kaleida Health Bargaining Units for its patience regarding the merger/consolidation process occurring between BGH and Gates. The lack of updates is due directly to the continuously changing plan set forth by the employer. From week to week the plans for moving forward with the integration process changes. Kaleida failed to finalize their budgets until December, which had a direct affect on moving forward with initiating consolidation options in November as originally planned. The closing of clinics, decreased volumes, reimbursement issues and the knee-jerk layoff response have also had a great impact on the plan and the ability to move forward. The Union was prepared to sit down with the employer and begin the process in the fall, but do to the inconsistencies of Kaleida's plans, have insisted that the employer re-evaluate staffing grids, FTEs and other work place issues before moving forward.

(over)

The new plan is to initiate the consolidation process beginning Monday January 23rd. Please realize this is a tentative plan and is subject to change at the whim of the employer. We will try to keep the Members updated once the process moves forward.

Downsizing

The Union continues to take calls regarding forced downsizing. Forced Downsizing does not exist!! No one can be forced to stay home or utilize PTO in a downsizing situation. No one can be told, "You have to stay home." The hours you are hired for are guaranteed. Please refer to the "Temporary Downsizing" language – article 18 and if you don't think your manager is following it correctly, call us and let us know. Once staff decides that they are not going to downsize, the floating language can be utilized. Please refer to section 5 of the Floating language – article 19. It clarifies where you can float to and that you will "work to your level of competence".

EXTRA Shifts: Starting Late or "Late Starts"

IF you are "offered" a late start you don't have to do it

IF you agree, fine

IF they ask you to call back prior to late start, our position is: they have placed you on call and you should be paid appropriately

IF you refuse it is not PTU

IF you don't want to, tell them either cancel me or bring me in

Essentially, the same goes for regular shifts, but you cannot be forced to downsize!

Parking

We have received many calls regarding what is going to happen with parking once the new ramp is open. Management has informed the Union of their intent to charge \$89/month for day shift employees and \$69/month for anyone parking from 6pm on. The new ramp will only be made available for monthly permit holders. Kaleida also intends to eliminate all monthly permits in the Ellicott Goodrich ramp. It will be for daily parkers only.

The Union has requested a "demand to bargain" over this issue. We also have outstanding grievances regarding the employer's intent to take away free parking for employees in the Goodrich and Trico lot, as of the end of March 2012. The employee parking lot on the corner of Goodrich and Main will continue to be available until construction begins on the new WCHOB Ambulatory Center... date to be determined. All BNMC parking lots and ramps will charge the same rate.

Again, please feel free to call the Union office with questions. Your Union representatives are working tirelessly to assure your contractual rights and job security. If you are interested in getting more involved with your Union, please call the Office @ (716) 816-1168.